



AAC Transformation Change Leadership

Change Leadership Team #2 - Silver Team
Community Brief
COL Bill Stevenson, Mr. Charlie Barnes, LTC(P) Rick Pennycuick, MAJ Jason Robbins, COL George Blackwell, LTC Jeannette Jones, and Ms. Kay Ward.

2004 Acquisition Senior Leaders' Conference

Supporting the Fight, Improving the Force, Building the Future



Community Workshops Transformation Initiatives

Initiative #19 - Develop concept, get approval, and design to task the AAC ILE solution.

Workshop Issues:

- 1) Establish intermediate AAC course or rely on DAU courses**
- 2) Resourcing course (funding and instructors)**

2004 Acquisition Senior Leaders' Conference

Supporting the Fight, Improving the Force, Building the Future



Community Workshops Transformation Initiative #19 (ILE)

Workshop Recommendations:

- 1) Include PMT 352 and CON 2XXA/B in either solution as core ILE Functional Area Training**
 - * ALMC establish Acquisition Intermediate Course (AIC)**
 - * Maintain DAU, NPS, and other equivalencies as options to meet AIC requirements**
- 2) Revalidate TRADOC funding both phases of ILE (Core + FA)**

2004 Acquisition Senior Leaders' Conference

Supporting the Fight, Improving the Force, Building the Future



Community Workshops Transformation Initiative #19 (ILE)

Workshop Strategy/Plan :

1) Task ALMC

- Design AIC
- Obtain DAU equivalency status
- Conduct Pilot
- Implement

2) TRADOC provide funding for AIC development

3) Align CDG with ILE as an additional or replacement course

2004 Acquisition Senior Leaders' Conference

Supporting the Fight, Improving the Force, Building the Future



Community Workshops Transformation Initiatives

Initiative #17 - Design, get approved and implement a Military Regional Rotational Assignment Program (M-RDAP).

Workshop Issues:

- 1) Intent not understood or clearly communicated
- 2) How Regionalization will incorporate those officers at low density Geographical locations
- 3) Time required by Senior Regional Acquisition Officers (SRAOs) to manage larger populations
- 4) Standard implementation methodology within Geographical regions
- 5) Officers will not have enough time to fully

2004 Acquisition Senior Leaders' Conference

Supporting the Fight. Improving the Force. Building the Future



Community Workshops

Transformation Initiative #17 (M-RDA)

Workshop Recommendations:

1/3/4/5) Implementation plans address multiple concerns:

- **36 - 48 month at regional site**
- **18 - 24 month assignments, allows learning and application of skills**
- **Rotations done after OER periods / 2 OER same SR**
- **Reported to MILDEP semi-annually**
- **IDPs must align regional positions with rotation**
- **Primary rotation cycle - PM/Contracting (other positions aligned with previous experience)**

2004 Acquisition Senior Leaders' Conference

Supporting the Fight, Improving the Force, Building the Future
HRC reconfigured as Regional Assignments



Community Workshops Transformation Initiative #17 (M-RDA)

Workshop Strategy/Plan:

1/2/4/5) Metrics to determine if Regionalization is promotion neutral:

* Track by selection rates to MAJ/LTC to determine if

neutral to those not in Regional assignments

* Move non-aligned officers to Regional assignments at

24 month point (UA Officers at 36 month point)

* Must allow HRC/SRAOs assignment flexibility in regards to critical Program Level events (by exception)

* Senior Rater profiles compared to rotation assignments

2004 Acquisition Senior Leaders' Conference
Supporting the Fight, Improving the Force, Building the Future

* All M-RDAs to participate in the initial



Community Workshops Transformation Initiative #17 (M-RDA)

Workshop Timeline/Deliverables:

- 1) SRAO implementation plan submitted -1 Sep**
- 2) MILDEP Single Plan approved - 1 Oct**
- 3) HRC Regional MAJ/CPT assignment aligned - 30 Nov**
- 4) Track Selection rates at every board conclusion**
- 5) Continuous evaluation of implementation/officer development value.**

Supporting the Fight, Improving the Force, Building the Future



Community Workshops Transformation Initiatives

Initiative #39 - Design an expanded CDG Program to include full Life Cycle Management of Small Group of Select AAC GS Employees.

Workshop Issues:

Finite program, no program end state

Rotation assignments not long enough

2004 Acquisition Senior Leaders' Conference

Supporting the Fight, Improving the Force, Building the Future



Community Workshops Transformation Initiative # 39 (CDG)

Workshop Recommendations:

- 1) Once selected for program, continuously tracked, put into challenging leadership positions**
- 2) Required to compete for PM**
- 3) Fast track method to gain generalization experience**
- 4) PEO/Acq Commanders identify specific positions reserved for CDG personnel (APM / DPM / Team Leader / Division Chief / KO)**
- 5) 18-24 months, rotate to other identified CDG positions**
- 6) No graduation, continuously tracked until either promoted out of CDG, opt out or selected for PM**



Community Workshops Transformation Initiative #39 (CDG)

Workshop Strategy/Plan:

- 1) ASC tracks individuals into program, pays for initial schools & training (within first 3 years)**
- 2) PEO/Acq Cdrs pick up personnel costs as individuals assigned to identified core positions until rotated to different organization or out of CDG**

2004 Acquisition Senior Leaders' Conference

Supporting the Fight, Improving the Force, Building the Future